

The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for ensuring transparency and accountability in financial management. The document also highlights the need for regular audits and reviews to identify any discrepancies or areas for improvement.

In the second part, the focus shifts to the role of the management team in overseeing the organization's financial health. It stresses the importance of clear communication and collaboration between different departments to ensure that financial goals are met. The document also mentions the need for ongoing training and development for staff to keep them up-to-date with the latest financial practices.

The third part of the document addresses the challenges faced by organizations in managing their finances. It identifies common issues such as budget overruns, cash flow problems, and inefficient resource allocation. The document provides practical advice on how to overcome these challenges, including the use of financial tools and software to streamline processes.

Finally, the document concludes by reiterating the importance of a strong financial foundation for the long-term success of the organization. It encourages the management team to stay vigilant and proactive in their financial management efforts, ensuring that the organization remains financially sound and capable of achieving its strategic objectives.



## Contents



## Introduction







## History

The Aviation Research Development, and Engineering Center (AVRDEC) was established in 1986. This brought together the rotorcraft science and technology efforts with the engineering expertise to create an organization under an Executive Director responsible for the development of rotorcraft technology for the Department of Defense (DoD) and engineering to support the fielded fleet of Army Aviation Aircraft. The AVRDEC was also responsible for the airworthiness release process in support of the Army. The organization elements of the AVRDEC have been involved from the early days of rotary wing aircraft through the fielding of today's Apache, Blackhawk, Chinook, Kiowa Warrior, and the development of the Comanche for the 21<sup>st</sup> century.

The Missile Research,  
Development, and





## Employee Benefits

As a federal career employee at the AMCOM RDEC, you will enjoy a number of fringe benefits:

Participation in group health insurance plans



## Workforce Development

Title V of the Civil Service Reform Act, 5 U.S.C. 4703, authorized the Office of Personnel Management (OPM) to conduct demonstration projects with different personnel management concepts to determine if they would improve the Federal personnel management system. Section 342 of the National Defense Authorization Act for Fiscal Year 1995 (Public Law 103-337) authorized the Secretary of Defense, with OPM approval, to conduct personnel demonstration projects at Department of Defense



# Personnel Demonstration Project

## PERFORMANCE BASED PAY

- Funds allocated by Pay Pools
- Compensation Pay Pool:
  - 2.4% of Salaries for Base Pay Increases
  - 1.3% of Salaries for Bonuses
- Extraordinary Achievement Performance Pay Increases
- Awards Program - Authority to \$10,000

Rating	Compensation	RIF retention
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## DEPARTMENT OF THE ARMY

Personnel Demonstration Project  
at the U.S. Army Aviation  
& Missile Command,  
Research, Development,  
and Engineering Center



## WHAT IS IT?

- Performance-Based Focus
- Broadbanding
- Union Authorization



# Advanced Systems Directorate

## CORE CAPABILITIES

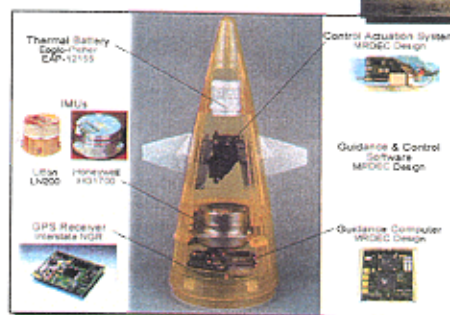
Robotics	Prototype Development
Systems Integration	Preliminary Design
Technology Management	Simulation

### Future Transport Rotorcraft (FTR)



Provide new heavy lift and vertical maneuver capabilities for Objective Force. Supports the CINCs' Logistics Mobility on the Battlefield. Support Littoral, Combat Support, Dominant Maneuver, Air Assault, and SASO.

### GUIDED MLRS



Design, Fabrication, and Testing  
Flight Qualification Testing  
Flight Testing

Missile Assembly  
Pre-Flight Testing

Javelin

Stinger

Robotics COLIGAR





## Applied Technology Initiatives

### CORE CAPABILITIES

System-of- Systems Integration	Test and Instrumentation
Live-Virtual Simulation	Rapid Technology Transition to Acquisition
Force-on-Force Simulation	Inserting Technologies into Operational Force Structures





# Aviation Applied Technology Directorate

Fort Eustis, VA

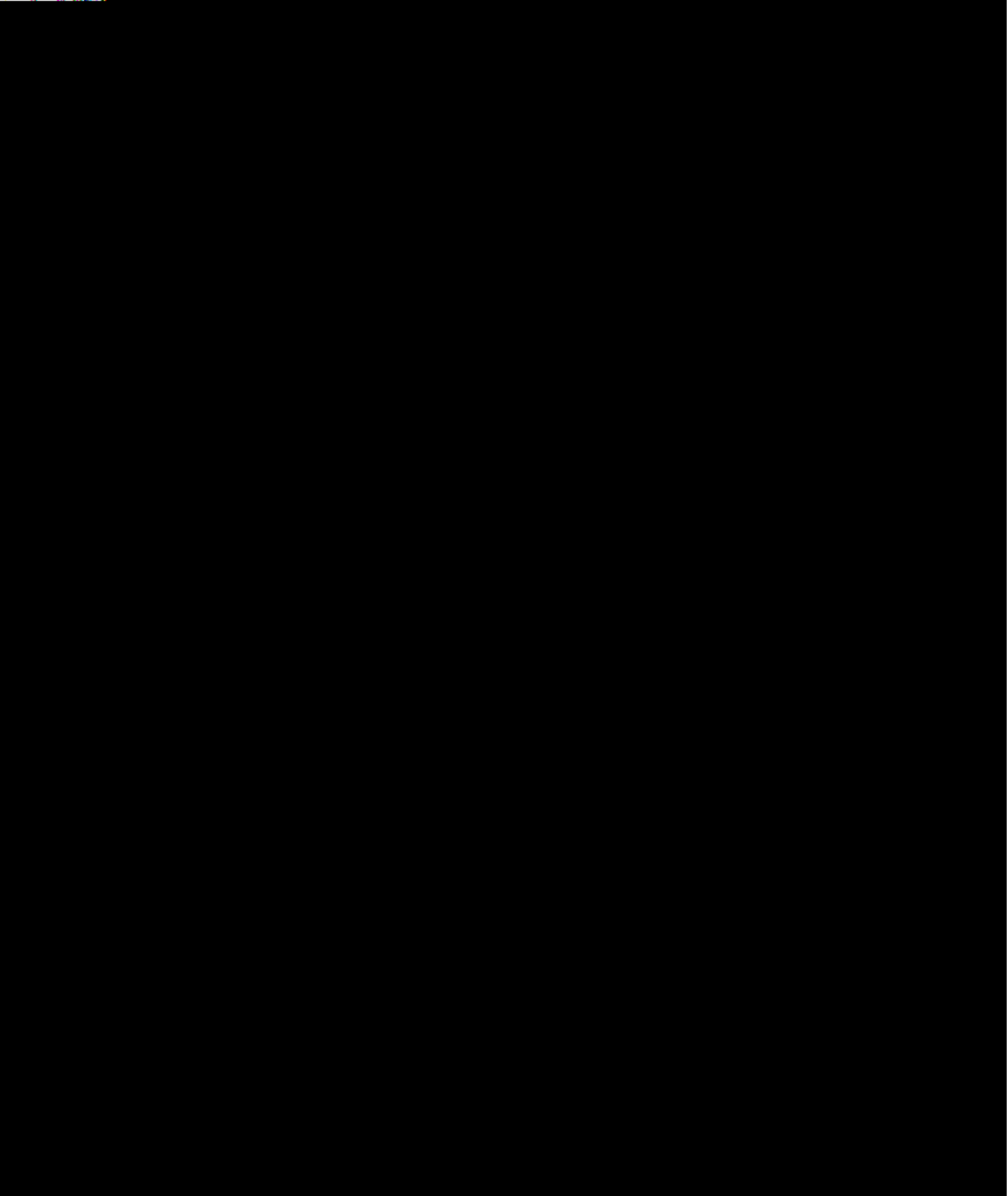
## CORE CAPABILITIES

Turbine Engines	Survivability
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## Aviation Engineering Directorate





## Engineering Directorate

The first part of the paper discusses the importance of the research and the objectives of the study. It highlights the need for a comprehensive understanding of the subject matter and the role of the researcher in this process. The second part of the paper presents the methodology used in the study, including the selection of participants, the data collection methods, and the analysis techniques. The third part of the paper discusses the results of the study and the conclusions drawn from the data. The final part of the paper provides a summary of the findings and discusses the implications of the study for future research and practice.

The research was conducted in a systematic and rigorous manner, following the principles of scientific inquiry. The data collected was analyzed using statistical methods to identify patterns and trends. The results of the study are presented in a clear and concise manner, allowing for a thorough understanding of the findings. The conclusions drawn from the data are based on a careful interpretation of the results and are supported by the evidence presented in the paper.

The study has several strengths, including the use of a large sample size, the use of multiple data collection methods, and the use of statistical analysis. However, there are also some limitations to the study, such as the potential for bias in the selection of participants and the use of self-reported data. Despite these limitations, the study provides valuable insights into the subject matter and has important implications for future research and practice.

In conclusion, the study has shown that there is a need for a comprehensive understanding of the subject matter and that the use of a systematic and rigorous methodology is essential for this purpose. The results of the study are presented in a clear and concise manner, allowing for a thorough understanding of the findings. The conclusions drawn from the data are based on a careful interpretation of the results and are supported by the evidence presented in the paper.





## Software Engineering Directorate



# System Simulations and Development Directorate

## CORE CAPABILITIES

Aerodynamics  
Computational Fluid Dynamics  
Distributed Simulation  
Force-on-Force Simulation

Hardware-in-the-Loop Simulation  
Systems Analysis  
Virtual Simulators

Imaging Infrared Simulation System (I<sup>2</sup>SS)

Radio Frequency

Simulation System (RFSS)



# Technical Management Directorate

CORE CAPABILITIES



# Weapons Sciences Directorate

## CORE CAPABILITIES

MicroElectroMechanical Systems	Photonic Band Gap Materials
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Welcome to Huntsville





## Educational Opportunities

Whether a student is newly graduated from high school or going back to school to



## Art, Entertainment, & Recreation

Huntsville's unique mix of Old and New South is evident in the wide array of leisure and tourism offerings. Whether a historic offering

